No.1781 Registered No. N. E. 930.

TRIPURA GAZETTE

Published by Authority

EXTRAORDINARY ISSUE

Agartala, Monday, September 22, 2025 A. D., Bhadra 31, 1947 S. E.

PART--IV-- Bills introduced in the Tripura Legislative Assembly : Report of Selection Committees presented or to be presented to the Assembly; and Bills published before introduction in that Assembly.

TRIPURA LEGISLATIVE ASSEMBLY SECRETARIAT

AGARTALA, TRIPURA, PIN - 799010

No.F.7(13-14)-LA/2025/1058 **Dated, Agartala, the 20th September, 2025**

NOTIFICATION

"As required under Rule 117 of the Rules of Procedure and Conduct of Business in the Tripura Legislative Assembly, '**The Factories (Tripura Second Amendment) Bill, 2025** `**(The Tripura Bill No. 15 of 2025)**' as introduced in the Assembly on the **19th September, 2025** to be published in the Tripura Gazette."

20.09.25

(S. K. Majumder)
Secretary
Tripura Legislative Assembly

THE TRIPURA BILL NO.15 OF 2025.

THE FACTORIES (TRIPURA SECOND AMENDMENT) BILL, 2025

A

Bill

to amend the Factories Act, 1948 (Central Act No. LXIII of 1948), in its application to the State of Tripura.

WHEREAS, the Factories Act, 1948 (here-in-after referred to as Principal Act) was enacted by the Central Government and it has come into force to the whole of India on the 1st day of April, 1949;

AND WHEREAS, in the perspective of the State of Tripura, it is now felt expedient to make State amendment in the said Central Act to meet up the gaps as outlined in the priority areas by the Ministry of Home Affairs, Department for Promotion of Industry and Internal Trade and Niti Aayog in line with systematic Deregulation and Reduction of Compliance Burdens to establish more factories in the State to build up infrastructures for overall growth of the State;

AND WHEREAS, it is also felt expedient to amend the Act to promote gender equality and more inclusion of workforces by reforming and simplifying regulations in line with Ease of Doing Business to create conducive environment for rapid industrialisation in the State;

BE it enacted by the Tripura Legislating Assembly in the seventy sixth year of the Republic of India, as follows:

1. **Short title, extent and commencement:**
   (1) This may be called the **"The Factories (Tripura Second Amendment) Act, 2025"**;
   (2) It shall come into force on the date of its publication in the Tripura Gazette.

2. Amendment of sub-clause(ii) of clause (m) of section 2: -

In the Principal Act, in its application to the State of Tripura, in sub-clause (ii) of clause (m) of section 2, the expression *"twenty or more workers"* shall be substituted with the expression *"forty or more workers"*.

3. Amendment of section 54: -

In section 54 of the Principal Act,

(i) the existing provision shall be numbered as sub-section (1); and

(ii) after sub-section (1) so numbered, the following new sub-section (2) shall be inserted: -

"(2) The State Government may by notification in the Official Gazette, extend the daily maximum hours of work specified in this section up to twelve hours inclusive of interval for rest in any day, subject to a maximum of forty eight hours in any week as specified in section 51, in respect of all or group or class or description of factories on such conditions as it may deem expedient, subject to the written consent of such worker for such work, and the remaining days of the said week for the worker shall be paid holidays."

3. Amendment of section 55: -

In section 55 of the Principal Act, sub-section (2), shall be substituted with the following: -

"(2) The State Government may by notification in the Official Gazette, extend the total number of hours of work of a worker without an interval to six hours in respect of all or group or class or description of factories on such conditions as it may deem expedient."

4. Substitution of section 56: -

Section 56 of the Principal Act, shall be substituted with the following: -

*"**56. Spreadover.** – (1) The periods of work of an adult worker in a factory shall be so arranged that inclusive of intervals for rest under section 55, they shall not spreadover more than ten and a half hours in any day.*

(2) The State Government may by notification in the Official Gazette, increase the spreadover up to twelve hours inclusive of intervals for rest under section 55, in respect of all or group or class or description of factories on such conditions as it may deem expedient."

5. Amendment of section 59: -

Sub-section (1) of section 59 of the Principal Act, shall be substituted with the following: -

"(1) Subject to the provisions of section 51, 54, 55 and 56, where a worker works in a factory or class of factories for more than such hours of work in any day or in any week as may be prescribed by the State Government, he shall, in respect of overtime work, be entitled to wages at the rate of twice his ordinary rate of wages and the period of overtime work shall be calculated on a daily basis or weekly basis, whichever is more favourable to such worker:

Provided that a worker shall be required to work overtime by the employer subject to the consent of such worker for such work.

Subject to the provisions of sub-section (1), the number of working days in a week may be varied and all the non-working days in the week shall be paid holidays for the worker."

6. Amendment of sub-section (3) of section 65: -

In sub-section (3) of section 65 of the Principal Act,

(i) in clause (iv), the expression *"seventy-five"* shall be substituted with the expression *"one hundred forty-four"*;

(ii) after clause (iv) the following new clause (v) shall be inserted: -

"(v) a worker shall be required to work overtime subject to the written consent of such worker for such work."

7. Substitution of section 66: -

Section 66 of the Principal Act, shall be substituted with the following: -

*"**66. Employment of women.** –Women shall be entitled to be employed in all factories for all types of work under this Act and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety or any other condition to be observed by the occupier, as may be prescribed by the State Government."*

9. Amendment of sub-section (1) of section 85: -

In clause (i) of sub-section (1) of section 85 of the Principal Act, the expression *"ten"* and *"twenty"*, whereever they appear, shall be substituted with the expression *"twenty"* and *"forty"* respectively.

STATEMENT OF OBJECTS AND REASONS

The Factories Act, 1948 (Central Act No. LXIII of 1948) is in force in the State of Tripura, is considered inadequate in certain provisions to promote gender equality and more inclusion of workforce in factories for infrastructure development of the State.

2. It is considered expedient that the Act in its application to this day shall be amended to meet up the gaps as outlined in the priority areas to create more economic activities and higher productivity in the State by the Ministry of Home Affairs, Department for Promotion of Industry and Internal Trade and Niti Aayog in line with systematic Deregulation and Reduction of Compliance Burdens to establish more factories in the State for overall growth of the State.

3. Hitherto in, there is a need to revise the working hours limit etc., enhancement of overtime limits which is more favourable to the workers, allowing women to work at night in the factories to promote gender equality and other related sections viz. section 2(m)(ii), section 54, section 55, section 56, section 59, section 65, section 66 and section 85(1)(i) of the Factories Act, 1948 has become necessary to amend for economic growth of the State and to reduce the burden to attract more investment in the State.

4. To attain the above-mentioned objectives, it is proposed to amend the Factories Act, 1948 in its application to the State of Tripura by introducing the Factories (Tripura Second Amendment) Bill, 2025 (Tripura Bill No.15 of 2025).

The Bill seeks to achieve the above objects.

(Minister-In-Charge)
Labour Department
Government of Tripura

TECHNICAL MEMORANDUM

The subject matter of the Factories (Tripura Second Amendment) Bill, 2025 (Tripura Bill No.15 of 2025) is relatable to Entry 36 of List III (Concurrent List) of Seventh Schedule to the Constitution of India and therefore the State Legislature is also competent to make a Law on these subjects.

2. Though the provisions of the Bill are not repugnant to the Constitution of India, but this is a Bill which seeks to amend some of the provisions in the Factories Act, 1948 which is Central Act with a view to proper implementation of Ease of Doing Business by streamlining Regulations, Reducing Compliance Burdens to improve overall regulatory environment and to facilitate infrastructural growth and development of the State. The procedural hurdle in the existing Central Act is required to be simplified to promote gender equality and more inclusion of workforces by reforming and simplifying regulations in line with Ease of Doing Business to create conducive environment for rapid industrialisation in the State.

3. The Bill does not attract the proviso to clause (b) of Article 304 of the Constitution of India and therefore previous sanction of the Hon'ble President of India is not necessary for introduction of the Bill. This is not a Money Bill within the meaning of Article 199(1) of the Constitution, nor there is any additional expenditure on the State Consolidated Fund. So, recommendation of the Hon'ble Governor is not required according to the provisions to Article 207 (1) of the Constitution.

(Sanjoy Bhattacharjee)
LR & Secretary, Law
Government of Tripura

FINANCIAL MEMORANDUM

The Factories (Tripura Second Amendment) Bill, 2025 (Tripura Bill No.15 of 2025); if enacted and brought into force, there shall be no additional financial involvement on State Consolidated fund.

(Dr. Tarun Kanti Debnath)
Secretary to the
Government of Tripura